

G.R.S. IX-3]

Previous references.

General Fin^{ce} 154-16 2b 1+2.

1922-22

1922-23

(E. A. G.)

File No.

1-22

Serial Nos.

Later references.

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Preserve
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10.11.23

GENERAL AND REVENUE SECRETARIAT.

Serial Nos.

Part B for January 1923

SUBJECT

Standardisation of pay for Officers and Subordi-
nates in the State Service.

The question was discussed in connection with C.R.B.,
and dropped. — 24-1-1923. —

843
②

Printed on the Multigraph.

R.B. Malabarappa
219/7/1923

Serial
No.Organization & Development Subject
(January-April 1919)

A standard scale of pay for officers and subordinates which may be taken as a basis for revising establishments.

Officers to whom entrusted for study -

Mr. N. Madhava Rao
" B. Srinivasan
" S. Shanmuga
" A. C. Kannaiah

Letter No 2948-65 of 11.3.1919 issued to above.
Requests to send a note of suggestions
on the above subject before 15th April 1919.

From Mr. N. Madhava Rao

D.O. dated 22.3.1919

States that he has prepared a note
and submitted, on the subject & a copy
must be available in the E.P. Branch itself.

1) Submitted.

2) The copy of the note prepared to
has been traced and put up. In this
connection, Mr. Dutt's proposals about the
revision of Establishments may perhaps be
in the Financial Sectt. His note on the
Provincialisation of the Treasury Account
Establishment is contained in Volume I of his
Reviews (page 205). Mr. Dutt's note will, if avail-
ble be obtained & added

Here 3) Geo. Put up also the Bureau of Efficiency
24/3 Reports on the subject 25-3-19

not found in the
correspondence.
Recover ~~from~~

O & D Subject.
Standardisation of Salaries

G. R. S. III-2]

General and Revenue
Secretariat.

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4) The note by Mr. Kd. Datta on 'Fixed Pay' of Establishments, and the U.S. A. Reports on Economy & Efficiency are submitted as directed.
n.p.

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5)

A copy of the order issued by the Government of Madras in regard to improvement and standardisation of salaries of subordinates is put up.

6)

The question is one of great importance in our State also.

7)

In a note submitted in March 1916 (copy put up) the need for introducing some uniformity in the remuneration of different classes of public servants was urged and it was also pointed out that, ~~at present~~ the strength of establishments was not proportioned to the volume of their work. These suggestions led to no result. Later on, proposals ^{somewhat} on/similar lines were made by Mr.K.L.Datta in his note dated 28th March 1917 on the scheme of a Departmental Settlement for Mysore (vide page 17 of the collection ~~put up~~ put up). He observed "the next point which has struck me is that though steps have been taken to revise the pay of the clerical and lower executive staff from time to time in different departments, it has been done by each department on independent lines and not on a uniform plan as a general question of policy in all departments. The effect is that service in different departments requiring the same amount of education and general efficiency is not paid for at the same rate. It does not begin with the same amount of minimum pay and does not secure to the employees similar average prospects. One of the most important duties of the Finance Department of the Government of India and of Local Governments is

General and Revenue
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is to exercise an effective check in this respect over the proposals for revision of pay submitted by the different administrative departments and I would suggest that it should be impressed on the Finance Department of Mysore also."

8) Mr. Datta suggested that (1) the question of granting allowances to individual officers should be examined, (2) ~~the~~ the pay of subordinates should be improved on some definite and uniform lines throughout all departments, and (3) ~~the~~ the minimum pay of the menials should be enhanced and their number reduced. The question of allowances was, it is believed, investigated at great length but without result. The other questions raised by Mr. Datta have received practically no attention at all.

*Now being considered
by a separate Committee
under provisions of 3rd number
1574/19*

9) It is time perhaps now that earnest attempts were made to deal with these questions. The lines of enquiry laid down for the Madras Committee seem to be quite practical, but if they are considered too ambitious, they may be simplified for our purposes.

10) The suggested enquiry need not lead to any great increase of expenditure immediately. Some curtailment of establishments might be possible. And if a policy is at once determined upon, it could be introduced gradually.

Chief Secy)

*nu
8/11/19*

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- 11) The Subject is an important one
that deserves & requires early attention.
- 12) We may perhaps await the report
of the Madras Committee, as thereby a
good deal of preliminary work will be
avoided. The recommendations of that
Committee can be adapted to our
conditions.

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By

DEVAN'S OFFICE.

Recd. on NOV 15 1919

Reg. No. 3350

2350

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13)

I think the question is of sufficient importance to require immediate attention. Moreover, it is probable that the problems we have to contend with are not exactly the same as those in Madras. There is a cry that our offices are overstaffed and it is advisable if a small expert Committee is appointed with full powers to examine Heads of Departments and go into the nature of work done in their offices. It is not only necessary that a scale of salaries should be fixed in all Government offices on some uniform plan so as to be roughly proportional to the nature of work to be done, but that the staffs in each office are no more than what is required. I should be glad to have a note from the Financial Secretary on the subject.

14) To Fin^l Secy with Compliments

21.11.19

Respy,

CSX
22/11/19

24/11

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15)

The questions raised are the following:

- (i) uniformity in remuneration for service of the same kind in different departments and offices,
- (ii) readjustment of salaries of subordinate and menial establishments in view of increased cost of living, and (iii) fixing the strength of offices in proportion to nature and volume of work and dispensing with excess establishments.

These questions are large problems and I have touched only on their general aspects in this note.

2. Whatever uniformity in the scale of remuneration is possible may first be attempted in the clerical and menial services. That there is considerable diversity in the rates of remuneration given to menials and officials employed on more or less the same kind of work in the different departments and offices is evident from the details given in the note dated 27th November 1914 in the file.

3. If the remuneration paid in the different departments and offices for work which is more or less the same in its nature, quantity, and arduousness should not vary, it is necessary to ^{widely} ~~vary~~ widely prescribe some general rules regarding (i) the classification of services, (ii) the qualification of candidates for recruitment to them, and (iii) ~~and~~ the rates of remuneration and prospects of advancement in service.

4. Whatever the special designations given for

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for particular appointments to indicate the specific nature of work of respective departments on which the incumbents of appointments are employed, there should be some general divisions of service under which all the posts can be brought and such divisions of service should, as far as possible, be common to all departments and offices. Uniformity in the classification of services is essential for securing whatever uniformity in payment of -- wages is practicable. The work of every office can broadly be divided under two classes: (i) main work, and (ii) subsidiary work. The former class of work differs in the different departments and offices, e.g., in the Secretariat it is case-work, and in the Comptroller's Office it is audit and accounts work. The latter class of work is more or less the same in all the offices and under this category fall the following items of work:

1. Registration of outward and inward communications and other connected work;
2. Copying--Shorthand and typing, and
3. Records.

The office establishments of all departments may be classified under the following groups

1. Higher clerical service,
2. Lower clerical service, and
3. Typists and stenographers.

5. The rates of pay on which recruits to the different groups are started, the qualifications required of them and the normal prospects of advancement in service, should as far as possible, be the same in all departments. Large differences in these factors lead to competition between departments and such competition should be prevented.

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6. If there are special features of service in any department or office calling for a higher rate of remuneration, the need for it should be proved and the extra remuneration should generally take the form of an allowance given in addition to pay and it should not form part of pay itself.

7. As a general rule, the two services,--the higher clerical and the lower clerical--should be regarded as distinct and separately recruited. A fixed proportion of appointments in the higher service may be permitted to be filled up by the men entering the lower service in the first instance either as a reward for good work or on proof of capacity for work of the higher service being given.

8. Within each service, the wages allowed,--initial, periodical increases by promotion and maximum--should be such as not only to attract -- the men possessing the average ability required for work of the grade of service concerned, but also to keep them there for the normal period of an officer's service. Competition for labour of everykind is growing and unless reasonable -- wages are paid to men seeking Government service, it will not be possible to get the right type of men, the quality of recruits is bound to deteriorate and cases of desertion will also increase. All these difficulties are already being ^{experienced} expressed in filling up the low-paid posts. With inferior personnel, the work of Government offices will suffer in efficiency and expeditious disposal.

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and the cost of establishments will also tend to increase as a larger number of less efficient men will be required.

9. With a view to introduce uniformity in rate of remuneration, to prevent competition among departments and offices in obtaining recruits and to improve the method of selection, it may be considered if it is not desirable to centralise in the hands of some one authority the recruitment of the standard classes of clerks and other kinds of officials. ^{required by all departments & offices.} This system may have some drawbacks, but it has also obvious advantages and it may be tried in the first instance in regard to recruitment to the offices at Bangalore.

10. What should be the initial pay of the office, executive, ministerial and menial establishments of the several departments, what periodical increases should be allowed and what should be the maximum pay, are questions which have an intimate relation to the standards of life of every class the different strata of society and the cost of such standards. The standard of life of every class has a general tendency to rise and with the multiplication of wants and the increase of prices the cost of living has appreciably gone up.

11. The following extract from the Government of India resolution on Mr. K.L.Datta's Report on "The Enquiry into the rise of prices in India" sums up what may be said about the future course of prices:

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"It has been shown that the prolonged rise in Indian prices dates from the year 1905 and that its ultimate origin must be sought in causes which have been operative throughout the civilized world. As the growth of communications within India has tended to equalise prices throughout the country, so the parallel development of communications with foreign countries has tended more and more to bring Indian prices into line with those of the world in general. The prices of Indian exports are governed by those prevailing in the world's markets, and through the growing influence of foreign trade, Indian prices apart from temporary fluctuations resulting from the character of the seasons, tend to follow the same course as the world prices. The problem of the future course of prices in India is one therefore to which no solution can be found in the analysis of Indian conditions only. It is essentially bound up with the question of the movement of prices throughout the world. Prices have so far shown no signs of reverting to former level. As regards the future, the factors involved, even under normal conditions of evolution, are too numerous, too complex, and too incalculable in their operation to warrant any definite and confident prediction; and the normal course has now been interrupted by the catastrophe of general war, the total effects of which upon the

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highly organized western systems of production, trade and finance it is quite impossible to forecast."

12. The extensive destruction of property, the large falling off in production, the colossal borrowings by the belligerents and the enormous inflation of currency and credit--all due to the great war--have added formidable factors for raising the level of prices. When the currencies of the different countries will be deflated and the metal standard restored, it is impossible to say. Generally prices do not go back to former levels and much of the present rise, if not the whole, has to be taken as having practically come to stay, and as stated in the Government of ^{India} resolution the Indian prices will, if anything, be more and more influenced in the future by the world factors, which generally operate in the direction of increase.

13. The following figures regarding the general level of prices in Mysore are taken from the returns compiled by the Deputy Director of Commerce in Mysore.

General average for 54 kinds of articles.				
STANDARD	July	1914	--	100
AVERAGE	do	1915	--	103
"	do	1916	--	110
"	do	1917	--	126
"	do	1918	--	153
"	do	1919	--	204
	August	1919	--	201

The level it will be seen is steadily rising and compared with July 1914 the present increase is 100 per cent. Exactly how much of this rise will continue, it is impossible to say, but there is little doubt that a large part of it has become a permanent factor.

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14. The lot of the poorly-paid persons are on fixed incomes which do not respond to the rising prices is very hard and the low-paid Government officials and menials come ~~xx~~ under this class. They are being more and more severely hit by the course of prices, and some permanent measure of relief is urgently ~~xxxx~~ called for in their case. But any increase in their permanent rates of pay will involve heavy expenditure and with our present resources, we have no means of undertaking large financial burdens. The number of men requiring relief is large and even a small addition to their pay will lead to expenditure of several lakhs of rupees.

15. I would invite in this connection reference to the current year's budget in which as large a sum as Rs.14½ lakhs has been provided for meeting the grain compensation and war allowance charges. The grain allowance is given only to persons -- whose salaries do not exceed Rs.30, and the war allowance to those whose salaries do not exceed Rs.50. Persons on Rs.30 and under get both these allowances and those on salaries between Rs.30 & Rs.50 only the war allowance. The rates of these allowances are as low as they can possibly be fixed and taking a few typical cases the measure of relief afforded is as under, calculated on the rate of grain allowance given when Ragi seeds dearer than 10 seers per rupee.

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Salary.	Addition allowed.		Total.	Percentage
Salary.	Grain allce.	War allce.		of total addn. salary
Ra.	Ra.	Ra.	Ra.	
50	..	3-2-0	3-2-0	6
40	..	2-8-0	2-8-0	6
30	3-0-0	2-0-0	5-0-0	16
20	3-0-0	2-0-0	5-0-0	25
15	1-8-0	2-0-0	3-8-0	23
10	1-8-0	2-0-0	3-8-0	35

16. Considering the present level of prices and the improbability of any substantial reduction in it in the future, the addition allowed in the form of grain and war allowances to the low-paid servants of Government is inadequate and some reasonable enhancement of the permanent standards of pay of such servants is therefore an inevitable and pressing necessity. But even the inadequate relief now afforded is estimated to cost the Government as much as Rs.14½ lakhs in the current year and as this amount even could not be spared from the ordinary revenues, and it has been allotted out of the Famine Reserve, I do not think it is right to draw upon this Reserve for meeting, what is practically, an item of charge of the ordinary administration. The total amount of the Reserve laboriously accumulated by small annual contributions during the last 13 years, is only Rs.45 lakhs and ~~if~~ if the arrangement adopted this year is followed for two or three years more, the whole of the Reserve will disappear and the object

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with which a famine provision was made will be frustrated.

17. The high rate of exchange has rendered our revenue position worse than what it was at the -- Budget time. Such being our financial situation, the problem of problems is the improvement of our revenues for meeting the many demands on account of measures of development and reform and among these demands one of the most ^{insistent} important is the -- improvement of the pay of the low-paid staffs.

18. The third question raised is about fixing the strength of offices in proportion to work and weeding out excess establishments. There may be some cases of overstaffing of offices and it is of course necessary to examine these cases with a view to dispense with whatever establishment is found to be in excess of requirements. It seems to me that no Committee, however expert, can do much useful work in this direction. Making allowance for some kinds of work which must be common to all departments and offices, it has to be admitted that there are features of work which differ in the different departments and which cannot be fully appreciated by other than those in intimate touch with and responsible for such work. The opinion of a Committee in regard to the exact -- strength of staff required for a particular department or office will not, I fear, be of much practical value. For securing economy in the staffing of offices, it seems to me that we should --

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rely on the departmental authorities themselves and not on others. It is true that these authorities are not always influenced by considerations of economy in estimating their requirements of staff; but any tendency on their part to exceed reasonable limits can be checked only by some higher authority in the same department and not by others.

19. A periodical overhauling of the staffs of offices is necessary for weeding out all unnecessary establishments but I think that such scrutiny will not generally result in any tangible saving. Compared with the additional expenditure which has become inevitable by the increased prices and wages, the amount that may be saved by abolishing a few appointments or reducing the pay of a few others, will be insignificant. In these circumstances, it is impossible to look to retrenchment of existing establishments for any set off to the additional outlay necessitated by the increased and increasing prices and wages.

20. I think expenditure on establishments can, to some extent, be economised if serious attempts are made to simplify methods of work and also reduce the quantity of work. I believe there is much scope for both reduction and simplification of work in many offices and I note some suggestions calculated to prevent the growth of staffs and if possible to reduce ~~the~~ even the existing staffs:-

- (1) Large decentralization of powers.
- (2) Elimination of all work for which there is

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no clear need. I think there are many returns and reports in the different departments, the labour and expense incurred in compiling which is disproportionate to the use made of them.

(3) Standardization of returns and reports -- limiting them to the minimum particulars required.

(4) The official formalities of correspondence entail considerable drafting and copying work and some reduction of work can be expected by making correspondence strictly businesslike.

(5) Delay is one of the fruitful causes of additional work. The habit of prompt attention to work as it comes up for disposal is not as strong as it should be in many cases and unless delays are prevented work will not improve either in efficiency or despatch.

(6) The tendency to send up reports received from subordinates officers without seeing that they are complete and lead to real disposal should also be stopped.

(7) Labour saving devices should be largely employed. There are now many aids to correspondence and accounting and in large offices the employment of these devices should lead to economy of expenditure ^{on} and establishment.

(8) If there is now one tendency of official work more pronounced than ^{an} other it is that of perpetual increase of work. Work no doubt grows, but there should also be an unremitting attention to prevention of unnecessary work and reduction

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or simplification of even existing work. The higher officers of all departments should pay adequate attention to these points; otherwise with the tendency for work to increase the burden and cost of establishments will become unbearable.

(9) Office and staff organization should be considered as one of the most important duties of the heads of offices and departments and there should be a constant attempt at improving it, increasing its efficiency and for securing economy.

(10) Generally, the object should be to adopt as far as possible in Government offices the methods of work, correspondence and records followed in the offices of ^{large} successful commercial concerns, which adopt up-to-date methods for securing both efficiency and economy.

Recd from Mr
S. T. D. Gumpin
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22-1-20

GEN. & REV.
VII
E. AUDIT.
15 JAN 1920

17/1/20

Chief Secy

mill

13/1/20

(6) Subd to the Chief Secy with reference to the Dewan's orders on paper 14 supra (page 6 of the notes)

100
22-1-20

Chief Secy

(17) Subd to Dewan with reference to his orders of 21/1/19

100
24/1/20
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DEWAN'S OFFICE.
Recd. on JAN 24 1920
Reg. No. 5013

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General and Revenue
Secretariat.

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5013

18) I shall be glad if the Chief Secretary, the Revenue Secretary, the Secretary, E. & A., as well as the Financial Secretary will together/consider these suggestions. I foresee a number of difficulties in adopting the suggestion of a Central Recruiting agency for selecting clerks. When is the report of the Salaries Committee due?

27.3.20

19) 12 copies of the Salaries Committee's report ordered as instructed by the Chief Secy.
Office
Please prepare 6 copies of

- (1) In the Madras Legislative Assembly
- (2) Pairs 7 to 10 of these notes &
- (3) The final Secy's note.

26-6-20

20) 12 copies of the Report of the Salaries Committee have been received. Six copies of the marginally noted notes have been made and kept in the file. Submitted for orders.

Resubmitted on 4-6-20

13-5-20

22) 4 6 1920

Resubmitted as ordered 23)

NOTE—Contn. sheet.

P. T. C for Turbidity
Suggestions of
Secretaries
Boz

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24) Extract of the Proceedings of the Secretaries
to Government held on the 19th July 1920.

x x x x x
Resolution. The following tentative suggestions
are noted for further consideration:-

(1) There should be a distinction between higher
clerical work (involving responsibilities) and the
lower clerical work (for subsidiary duty) and there
should be direct recruitment for the bulk of the
higher clerical service, a large proportion, say,
33 per cent being left for promotion from the lower
service.

As a general definition of the two ser-
vices, the dividing line may be fixed at a pay of
Rs. 50 subject to exception depending on the nature
of the work in particular cases.

(2) The mere typists may be classed in the
lower clerical service and the Stenographer typist
possessing at least Intermediate qualification may
be classed in the higher service.

(3) Intermediates of Madras or other Univer-
sities and men who have passed the first year
B.A. examination of the Mysore University to be
eligible to direct recruitment to higher service;
S.S.L.C. to be the minimum qualification for the
lower service (some are of opinion that Lower
Secondary or reading up to S.S.L.C. might be
enough)

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(4) Prospects of services. It is desirable that a lower service man should look forward to Rs.100 at the end of his service.

The higher service man to be able to look forward to Rs. 250 at the end of his service.

These broad features should be capable of being applied to all large offices.

In fixing number of appointment in each grade, etc., service tables of mortality may be made use of.

(5) It is desirable to arrange for all applications being registered at a Central Office in Bangalore which will serve the purposes of an Employment Exchange.

(6) (1) It is desirable to have a periodical scrutiny into the establishments of each Department, say, once in 3 or 5 years so as to review the need for the staff of the department, in relation to work.

(2) It is desirable to encourage suggestions from officials in regard to improvement of methods of work.

(3) Work may be cut down by dispensing with unnecessary returns, submitted by one office to another - also amendment of returns by cutting down unnecessary heads, making them conform to registers maintained in the office, etc.

(4) Formalities in official correspondence may be reduced as far as possible.

(5) Promptness in attending to requisitions from the Secretariat and precisions in the reports sent up should be secured.

*Extract
from*

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26) If the above suggestions are considered generally suitable by the Dewan, the ideas will be developed further

Chiefly

In person

Dewan

26)

ch

4/10/20

DEWAN'S OFFICE.	
Recd. on	OCT 7 1920
Reg. No.	3092

27) The case may be further worked up having reference to the orders of the Government of India on the Report of the Secretariat Procedure Committee, and detailed proposals submitted early.

28) I could not get at the full copy of the G. R. S. in spite of special efforts. I have again asked for it.

15.10.20

28) 4/10/20

30) Mr. Nagappa will kindly scrutinise the Budget (Estab't section) carefully, and put up a statement of present working grades of pay in the several depts for

- ① High Office
- ② Executive Offices
- ③ Ministerial Heads
- ④ Senior Clerks
- ⑤ Junior Clerks

NOTE: Contn. sheet.

31) The question was discussed in connection with C.R.S. & dropped.

Inter

4/1/23

31) 4/1/23

23 21

NOTE ON THE PRESENT PROSPECTS OF SUPERIOR MEN
IN THE SUBORDINATE SERVICE.

1. GENERAL AND REVENUE SECRETARIAT

The scale, as sanctioned recently, is given below:-

Grades		Number of appointments
25 - 2 - 65	..	52
40 - 5 - 100	..	65
100 -10 - 150	..	7
150 -10 - 200	..	5
200 -10- 250	..	2

(Government Order No.10713/Gen. 352-13 dated the 26th June 1914).

Superior men (Graduates) are appointed to the grade 40-5-100. They will be on probation for 2 - years on the minimum pay of Rs 40 and after confirmation, they will be getting annual increments of Rs 5 till they reach Rs 100, i.e., they can expect Rs 100 after 14 years. Thereafter, promotion depends upon vacancies in the higher grades and transfer to other appointments, such as Amildari, District Sheristedar, &c. As there are only 14 appointments in the higher grade against 65 in the lower grade, the percentage of officials who can get promotion to the higher grade will be only about 25. Taking transfers, casualties, &c., into consideration, 50 per cent of the officials may expect between Rs 100 and 150 in 15 to 20 years, about 25 per cent between 150 to 200 in about 20 to

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to 25 years and a few Rs 250 in 25 to 30 years.

2. COMPTROLLER'S OFFICE

The grades are -

20 and 25	..	42
30 - 3 - 45	..	18
50 - 3 - 65	..	12
70 - 5 - 100	..	6
100 -10 - 150	..	4
150 -10 - 200	..	2
200 -25 - 350	..	2

Here the chances of promotion are slow when compared with the Secretariat. Superior men starting, say, on Rs 30 will reach Rs 45 in 5 years. Thereafter, promotion depends upon vacancies. The officials of this office are debarred from Amildari and Deputy Amildari appointments. Therefore, after reaching Rs 45, they can get promotion only on the occurrence of vacancies or by transfer to other ministerial appointments. ~~As the number of appointments~~. As the number of appointments in the higher grades is comparatively small, the chances of promotion in the same office are also small. Taking casualities, transfers, &c., also into consideration, about 50 per cent may expect Rs 65 in 10 years and about 35 per cent Rs 100 in 15 to 20 years. About 20 per cent of the officials will get Rs 150 in 20 to 25 years and a few Rs 200 in 25 to 30 years.

3. REVENUE DEPARTMENT

Scale for 8 Districts -

(25-26)

Districts -

Grades		Number of appointments.
30 to 60	..	148
50 - 4 -70	..	22
80 - 4 -100	..	8
100 -10 -150	..	8

Graduates are generally started on Rs 20 or 25. In the course of about 8 to 10 years, they may expect Rs 50 or 60. About 30 per cent may get Rs 70 or 80 in 15 years. and about 20 per cent may get Rs 100 to 150 in 20 years.

4. EDUCATION DEPARTMENT (Direction, Inspection, Colleges High and Angle-vernacular Schools).

Grades		Number of appointments
50	..	10
50-4-70	..	20
75-10-125	..	27
150	..	16
175	..	7
200-20-300	..	15
350	..	7

Here the prospects of promotion are good. Graduates starting on Rs 50 can expect Rs 70 in 5 to 7 years and Rs 100-125 in 10 to 15 years. About 50 per cent may expect Rs 150 in 15 years and 175 to 300 in 20 to 25 years.

(G.O.No.6590-2/Edn.82-12-4 dated 30th December 1913)

The scales in some other Departments are given below:-

below:-

JUDICIAL (Ministerial establishment)

Grades		Number of appointments.
20 to 35	..	24
35 to 50	..	17
50-4-70	..	7
70	..	3
80-4-100	..	3
100	..	3
100-4-120	..	1

Officials starting on Rs 25 or 30 may expect Rs 50 in 5 years. 25 per cent may expect Rs 70 in 10 years and 10 per cent Rs 80 to 120 in 15 to 25 years.

REGISTRATION (Sub Registrars)

Grades		Number of appointments
40	..	14
50	..	16
60	..	16
75	..	6

Promotions are according to vacancies. There are Sub Registrars getting only Rs 50 or 60 even after 10 or 12 years' service. Sub Registrars on Rs 60 and 75 are eligible for Deputy Amildari and those on Rs 50 for ^{and 40} Taluk Sheristedars.

AGRICULTURAL(Ministerial establishment)

Grades		Number of appointments.
30 to 50	..	13
50 to 70 or 75	..	20

75-5-100	..	3
100-5-150	..	4

Here also officials starting on Rs 30 will get Rs 50 in 5 years and about Rs 70 in 10 years. 10 per cent may get Rs 100 in 15 years and 150 in 25 years.

EXCISE INSPECTORS

Grades		Number of appointments.	
35	10	..	10
40	20	..	13
50	20	..	12
60	20	..	9
70	20	..	2
75	20	..	2
80	20	..	3
100	20	..	3
150	25	..	1

Promotion is very slow ^{number} as the/appointments in the higher grades is comparatively very small. A man starting as Excise Inspector on Rs 35 can expect Rs 50 in about 10 years and Rs 70 in 15 years. Few may expect Rs 80 in 15 years and 100 in 20 to 25 years.

POLICE INSPECTORS

Grades		Number of appointments	
30	12	..	11
40	15	..	40
50	15	..	25
60	15	..	15
70	15	..	11

-6-

80	15	..	10
75-5-100		..	1
100	15	..	10
100-10-150		..	1
150		..	1
125-10-175		..	5
175-5-200		..	2

Heretoo promotion is slow. Police Inspectors may expect Rs 40 in 5 years, 50 or 60 in 10 years, 70 in 15 years and 80 or 100 in 20 years. Few may get Rs 100 to 150 in 20 to 25 years.

A statement shewing the present prospects of superior men in the lower ranks of the public service is also put up. The prospects of promotion in the Education Department are good. In the other Departments, promotion is slow. The figures given in the statement are optimistic. Many of the officials will not be able to get the pay indicated within the periods referred to while others may get more pay though such cases will be very few.

Kmm
27/11/14



(29)

Bangalore,

22nd March 1919.

*Put up
A.O.
24-3-19*

Dear Mr. Ramanathan,

In reply to your office letter No. 2948-65 dated 11th March 1919, I write to state that I have already prepared and submitted a note on the standardisation of salaries of establishments, a copy of which must be available in the Efficiency Audit Branch.

Yours sincerely,

N. M. Ramanathan

A.V. Ramanathan, Esq., B.A.,

Under Secretary, E.A., Branch.

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STANDARDIZATION OF SALARIES.

AND ESTABLISHMENTS.

The most casual glance at the budget will show that there at present great inequality in the emoluments given to the Public servants performing similar duties. To take an example near at hand, it cannot be said that the nature of the work done in the General and Revenue Secretariat is materially different from that done in the Public Works Secretariat or the Railway Secretariat but the scales of pay in the three Secretariats greatly differ as will be seen from the following table.

2. Equally wide differences will be found on a comparison of the establishments of the several Heads of Departments. The offices of the Revenue Commissioner and the Excise Commissioner are -- organised on the fixed scale principle while that of the Conservator of Forests has a time scale, and the Survey Department has no scale at all, the pay of the staff being regulated by the Head of the Department. In some of these offices the minimum pay is Rs. 35 while in others it goes so low as Rs 15. The inequality in subordinate offices is also very great.

3. As regards officers, the Civil Service Scheme, by amalgamating some of the departments, (Revenue, Survey, Police, Excise, etc.,) has introduced uniformity of pay in those departments and there has been a tendency to adopt the Civil service scale of pay for the parallel grades of other services also. The salaries of officers have thus been standardised to some extent but - there is still a good deal further to be done.

(3133)

The pay of Heads of Departments and the principle of granting allowances require in particular to be examined and placed on some stable and intelligible basis.

4. A well regulated system of remuneration requires that the scale of pay of officials who are similarly circumstanced should be uniform, whatever the department in which they may be working. Differences there must necessarily be even in the pay of apparently similar posts according to the nature of the recruitment in force, the qualifications demanded, the onerousness and responsibility of the duties performed and so forth. But it cannot be said that the existing inequalities are all really due to some such valid reasons. In too many cases it will be found that differences have arisen not from design, but from the absence of any recognised standards of remuneration.

5. It will not be very difficult to classify Government employees for the purpose of determining the standards of remuneration to be adopted. The following is offered as an illustration of what is meant:-

GAZETTED OFFICERS.

- 1st class - Officers responsible for the direction and control of departments.
- 2nd class - Executive officers with large powers of discretion and responsibility.
- 3rd class - The subaltern grade.

NON-GAZETTED OFFICERS.

- 1st class - Subordinate executive officers with limited powers involving the exercise of discretion.
- 2nd class - -Do- without any such powers and acting merely on instructions received or as a reporting agency.

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CLERICAL ESTABLISHMENT.

- 1st class - Ministerial heads of offices of e.g., managers.
- 2nd class - Clerks doing responsible clerical - work such as the working up of cases exposition of law and precedents and drafting of communications.
- 3rd class - Clerks doing duties mainly of a mechanical character, such as copying, registering, etc.,

MENIAL ESTABLISHMENT.

- 1. First class.
- 2. Second class.

6. The standard remuneration of each class of employees should be fixed and the variations required in the several departments in view of - special circumstances should be determined.

7. The standardization of salaries is closely associated with the standardization of the strength of establishments. The distribution of the work force like the range of salaries, is very unequal at present, some offices being overmanned and some notoriously undermanned. But in the absence of definite data as to what constitutes a sufficiency of establishment, it is difficult to take a useful or consistent action for setting right these inequalities. The work of the different departments should be analysed into processes which admit of appraisal and comparison and the number of men in each department or office should as far as possible be based on the units of work to be done in each case.

8. That this will be possible as regards clerical work generally is obvious. It is believed that - standards can also be similarly established for -

33 35

other kinds of work also, though not with the same accuracy. At any rate the thing is worth attempting.

9. The present inequality of conditions is bound to increase with time if steps are not taken to check it. Increases of salary and strength will be continually asked for (and the departments which are best off are not the least ~~as~~ clamorous in this respect) and in the absence of any sure test of requirements, the chances of obtaining these increases will depend upon the insistence of the demand, predilections, personal considerations and so forth.

10. The question of determining standards of pay proportioned to duty, and of establishment proportioned to work is thus one of ^{some} urgency. The standards even if they be rough (as they will necessarily be at the commencement) and may not be applicable immediately to all the departments, will at least serve as working hypotheses in fixing salaries and sanctioning revision proposals, and will facilitate the eventual establishment of equal conditions throughout the service.

The question may perhaps be referred to the Finance Committee for consideration.

sd/- N. Madhava Rao
17-3-1916.

SALARIES COMMITTEE

Government's Orders

TEMPORARY ALLOWANCES

ORDER—No. 139, FINANCIAL, DATED
18th JUNE, 1920

In October, 1919, the Government, after consulting non-official members of the Legislative Council as to the terms of reference, appointed a Committee, mainly consisting of non-official members of the Council, to examine generally the adequacy of salaries under present conditions and in the future of the rates of pay of Government subordinate and menial establishments, including village officers and all others whose cases had not been dealt with by the Royal Commission on Public Services in India. The terms of reference to the Committee were placed on the editor's table and were published by the Public Bureau.

The Committee was asked to send its final recommendations in print to the Government by a date not later than the 31st March, 1920. It was at the same time asked to submit in advance a report on the case of clerks and menials drawing Rs. 30 and less, this limit being fixed as the limit of salary to which the Government of India proposed for the future to attach grain compensation allowance. The interim report was received on the 24th January, 1920, and orders issued on the 18th February, 1920, raising, with effect from the 1st February, 1920, the minimum emoluments of all clerks to Rs. 30 in the mufassal and to Rs. 35 in the Madras City, of all peons to Rs. 12 in the mufassal and Rs. 15 in the Madras City and of officers intermediate between these two grades to Rs. 22 in the mufassal and Rs. 25 in the Madras City. These orders were supplemented in G.O. No. 278, Financial, dated the 23rd March, 1920, by orders giving an allowance of Rs. 3 in the mufassal and Rs. 8 in the Madras City, to every constable and head constable.

Several non-official members of the Legislative Council pressed for an opportunity to be given them to discuss the report of the Salaries Committee before any orders were passed upon it, while one Honourable Member placed upon the paper a resolution suggesting economies in the public services, and another, in the budget debate of the 1st April, urged that an officer should be placed on special duty to introduce simpler system of office work and to make proposals for reduction of establishment in connection therewith. After receipt of the report of the Salaries Committee, an informal discussion was held, with reference to the former request, with the non-official members of the Legislative Council on the 3rd April. In respect of the two later requests, it was announced that Mr. Knapp, C.B.E., would be posted as Reform Commission, but would undertake the additional duties—

(1) of introducing reforms in office procedure in connection with Mr. Tottenham's report on the reduction of work and establishment in Government offices, and (2) of generally reducing establishment in accordance with the principles recommended by the Salaries Committee.

4. The Government have now considered the recommendations of the Committee as well as those of the non-official members of the Council. They find that it would be wholly impossible to carry into effect either set of recommendations in so far as they are concerned with the general revision of the services except after a thorough and detailed scrutiny of the conditions of each; and that the resources at present at their disposal are entirely inadequate for such a complete general revision as would appear to be ultimately called for. To Mr. Knapp will be entrusted the duty of making the required scrutiny of conditions with the aid of the heads of departments and offices and of putting forward such recommendations as he considers called for, and his recommendations will be dealt with as funds are available. Meanwhile the Government are conscious that the measures of temporary relief already sanctioned must be expanded without delay and that efforts must be made, by cutting down expenditure in other directions, to improve the condition, at least of the lower paid of their servants. They have accordingly obtained the sanction of the Government of India to the revision of the allowances hitherto granted and to the grant of allowances to some classes to whom they have until now been unable to make any concession. This sanction has been given subject to the understanding that the excess over budget provision must be found by re-appropriation within the budget.

5. In the opinion of the Government the most urgent case is that of the village menials. For the reasons given by the Salaries Committee they propose to deal only with those in raiyatwari tracts; but the Committee has shown that the calls on the State of these village servants are enormous, that their remuneration has long been inadequate and that in consequence difficulty is experienced in some areas in finding men for the posts. The Govern-

ment accept the recommendation of the Committee that henceforth the minimum pay of a village menial in raiyatwari tracts shall be Rs. 8 per mensem and that in Malabar and South Kanara and in towns where there are mills or factories it shall be Rs. 10. The Board of Revenue is requested to report what towns answer the latter description. The cost of this concession is estimated at Rs. 24.63 lakhs per annum.

6. With regard to karnams in raiyatwari tracts the Committee recommend that their minimum pay should be raised to Rs. 15 with special rates for villages in which there are two or more karnams. The Government accept Rs. 15 as the minimum rate, while leaving for future consideration the question whether higher pay should be given to the head karnam where there are more than one. The cost of this is about Rs. 11.30 lakhs per annum.

7. The theory that the post of headman should be regarded as honorary does not meet with universal acceptance, but there is a large body of opinion that a different system of selection should be a condition precedent to the enhancement of the headman's emoluments; and the chief complaint on the part of functionaries of this class is against the treatment they occasionally receive from subordinate officials. The position needs further investigation in connection with pending legislation. For the present while agreeing that the status of the village headman entitles him to proper respect, the Government accept the opinion of the Salaries Committee and do not propose to increase his remuneration. They are, however, prepared to accept also the Committee's recommendations with regard to the grant to village officers and servants of fixed sums towards their expenses for attending jamaabandi. For this, irrespective of the number of days they are required to attend or the distance they have to come each headman will receive Rs. 10, each karnam Rs. 5 and each menial Rs. 2.50 and for attendance at the Taluk Office to close his accounts each karnam will again receive Rs. 5. Apart from this, while no travelling allowance will be granted for ordinary journeys made by village officers or servants similar fixed sums will be paid for special journeys exceeding five miles which they may have to undertake for purposes such as the preparation of draft electoral rolls, subject to the sanction of the Board of Revenue in each case. The cost of these allowances is estimated at Rs. 4 lakhs per annum.

8. Various difficulties have arisen under G.O. No. 146, Financial, dated 18th February, 1920, the attempt to divide Government servants into three general classes has been productive of inequality; it was a purely temporary measure, intended to ensure that no clerk or peon or man of the attender class should have less than what the Committee had indicated as a minimum wage; and it did not benefit all those whom it was intended to relieve. As stated above the Government have not yet the materials or resources for a final general revision; but they consider that there should be no further delay in extending the temporary benefit as far as is within their present means. Under G.O. No. 146, Financial, dated 18th February, 1920, the clerks whose pay was till then Rs. 20 received an increase of Rs. 10, or 50 per cent of their pay; the increase in the pay of a peon from Rs. 8 to Rs. 12 gave the same percentage, and the rates paid to piece workers in the Government Press have also been increased in the same ratio. The Government are now pleased to direct that all full-time Government servants on regular establishments whose pay is debited against the general revenues and, excluding war allowances, is less than Rs. 20 shall receive an allowance equal to 50 per cent of their pay; that those whose pay is between Rs. 20 and Rs. 100 shall receive an allowance of Rs. 10 and that those whose pay is between Rs. 100 and Rs. 110 shall receive such allowance as will bring their emoluments up to Rs. 110. These allowances will be in substitution for all previously existing war and grain compensation allowances, subject to the proviso that no individual's emoluments shall, by reason of this order, be reduced below what he received for March, 1920, and that no clerk shall receive less than Rs. 30 in the mufassal and Rs. 35 in Madras City and no peon less than Rs. 12 in the mufassal and Rs. 15 in the City, these minima being exclusive of all local and duty allowances other than war allowances. The extra cost over and above that of the allowances already granted is estimated at Rs. 19.20 lakhs per annum, of which the Imperial share may be taken at Rs. 1 lakh in round figures.

9. Lastly, there is the question of the teachers in elementary schools under local Boards and Municipal Councils. The Salaries Committee recommends that Rs. 30 should be recognised as the minimum pay for a fully qualified teacher, but that for the present provincial subsidies should be granted to local bodies to enable them to grant allowances of Rs. 8 all round to their teachers; here, many of whom are not fully qualified and whose qualifications vary. These teachers are the servants

of the local bodies, though they are paid a large extent from subsidies from provincial funds, and the Government do not accept any further liability with regard to them or to any other persons employed by local bodies. The present pay of the teachers is, however, admittedly inadequate and in the existing state of the law the local bodies are unable to raise sufficient funds by taxation to provide proper salaries. This want of equality in local revenue will, it is hoped, shortly be remedied by the District Municipalities Bill, which has recently been passed by the local Legislative Council, and the Local Boards Amendment Bill which, it is anticipated, will be brought before the Council in the near future; and in 1921-22 it should be within the power of local Boards and Municipal Councils to improve their finances considerably. For the current year only, therefore, the Government propose to grant to local bodies subsidies, or rather to divert to this purpose sums which have been entered in the budget for grants for other purposes, in order to enable them to add an allowance of Rs. 4 per mensem to the pay of each of the teachers in their elementary schools. This will entail a diversion of nearly Rs. 23 lakhs.

10. The above concessions will have effect from the 1st April, 1920, and the cost for eleven months will, therefore, have to be paid from the revenues of the current year. Including the cost of the various allowances already granted, the total bill to be met from provincial funds will be not less than Rs. 138 lakhs, against which there is provision in the budget of Rs. 40.75 lakhs for the war allowances granted in January, 1919, and a lump sum of Rs. 54.80 lakhs for further revision. The balance of approximately Rs. 43 lakhs can only be secured by the most drastic cutting down of expenditure in every possible direction, the postponement till next year of many important projects and the curtailment for the present of the scope of others which cannot be altogether postponed. The budget as originally placed before the Finance Committee provided first for the expenditure which the Government considered obligatory, including schemes which had been held over owing to the financial stringency caused by the War, and secondly an unallotted amount of Rs. 85 lakhs which was subsequently allotted to various purposes in consultation with the Finance Committee. In the ordinary course, retrenchment would first take place on the items so treated as optional, but the Government recognise that some of the objects made up of the latter allotments were made up of items of great importance, such as the alterations of the buildings round the Council Chamber, so as to provide accommodation for the Committees, Ministers and Council Secretaries before the inauguration of the new Council in January next, and the acquisition of land for the development of town planning and the provision of sites for houses in Madras. Altogether it is calculated that some Rs. 54 lakhs must be reappropriated from the budget allotments.

11. It has been announced that the cost of maintaining some of the main lines of road communication would, in future, be met from provincial funds and a sum of Rs. 16 lakhs was entered in the budget for this purpose. Under G.O. No. 247, dated 9th April, 1920, it has been arranged that the maintenance of the roads selected should be left in the hands of the local bodies and that payment shall be on results. The first charge will, therefore, fall on the revenues of 1921-22 and the Rs. 16 lakhs provided in the current year's budget will be available for re-appropriation. In addition, it will be necessary to withhold the Rs. 4 lakhs provided for grants to local bodies for the construction of elementary school buildings, the Rs. 1 lakh provided for grants to local bodies for medical buildings, Rs. 6 lakhs out of the Rs. 64 lakhs provided for minor sanitary grants, Rs. 2 lakhs out of the Rs. 11 lakhs provided for water supply and drainage schemes and Rs. 4 lakhs out of the Rs. 4.99 lakhs provided for grants to local bodies for bridges, to postpone the grant of Rs. 4 lakhs out of the Rs. 9 lakhs provided for grants to the Madras Corporation, and to limit the programme of works for the improvement of the depressed classes by retaining Rs. 3 lakhs out of the Rs. 5 lakhs entered in the budget for the purpose under the head "Land Revenue" and Rs. 1 lakh out of the Rs. 2 lakhs entered under "Education." The balance must be found from Rs. 1.02 lakhs from the current budget, Rs. 1.02 lakhs from the provision for Public Works, Rs. 12.12 lakhs from the provision for works in charge of the Public Works Department officers under the head 45, Civil Works. The effect of this is to reduce by one half the provision for the improvement of the depressed classes, many of which are urgently needed, must be postponed, raising salaries.

12. The cost of the measures now sanctioned is so large as to place a great strain on the resources of the Presidency. Even so they afford no relief to non-gazetted officers on pay exceeding Rs. 100 and cannot be regarded as final in the case of all those drawing less; and an appreciable addition to the burden on the finances is to be expected when the recommendations of Mr. Knapp are dealt with. The Government, realise, however, that an appreciable increase in the remuneration of all their servants is called for under present day conditions; they have no doubt that those conditions have been a cause of suffering and have lowered the standard of living in many households; they hope that the concessions now ordered will bring relief in the most necessary cases; and are resolved that there shall be no unnecessary delay in the consideration of final proposals. Mr. Knapp will be instructed to begin his inquiries at once; and though the preceding paragraphs will have shown that little in the shape of extra funds can be made available immediately, it may become possible in the course of the year to provide, by further reappropriation, for some of the most urgently needed reorganisations. While, therefore, it is impracticable to carry out all the revision of establishments that is required in the current year, the servants of Government may rest assured that the Government will do all that they reasonably can to improve the conditions under which they work.



Classes are certainly not going to take things lying down any longer. One speaker made a telling point by recounting an incident within his personal knowledge. Two teachers, one belonging to the higher caste and the other one of the depressed classes, were travelling together to attend some Educational Conference. They rested during the time under the shade of some trees in a village well. They had their meal and then they needed a drink. The teacher belonging to the higher caste went down to the well by the steps leading to it and had his fill. But his companion, who was an untouchable, could not do as he did. A dog went down to the well in their presence and had its drink, but what was allowed in the case of a human being, because the higher classes had decreed him to be unclean. He had to wait until a good Samaritan came - and gave him some water to allay his burning thirst. It was a hot summer day. The pandal resounded with the cries of "shame," "shame." A Bombay gentleman belonging to the Chamar caste made a most telling speech which electrified the audience. He quoted passages from Mr. Tilak's Kesari to show the kind of treatment they are to expect from people who, while loudly invoking against the British Government the principle of self-determination in order to embarrass it in its earnest endeavours to start India on the road to self-government by successive stages, are themselves trying their level best to keep a considerable section of their own countrymen tied to a position of eternal subjection and humiliation, in order that they may maintain undiminished their own unrighteous privileges. A prominent member of the local Nationalist party was present during the first day. He was, by the way, the sole representative of his party at the gathering. The editor of the local organ of the party was invited to give, as also some of their other leaders, but they were conspicuous by their absence. The above gentleman asked permission to speak and this was readily given. He tried to defend and justify the existing state of things by postulating that the ancestors of the present day depressed classes had themselves to thank for their disabilities. For they owed them to their own ancestors. The audience promptly protested that admitting what was said was true, where did the speaker and his friends find the moral law by which they arrogated to themselves the right to on the innocent descendants the sins of their forefathers committed, even according to their own allegation, ages ago. The speaker also tried to throw the responsibility on Government for not giving education among the depressed classes, and thus keeping them in a backward condition, and referred in this connection to the efforts of Mr. Tilak in this behalf. To the astonishment of the speaker, the retort came like a thunderclap, that while alienating the great and good son of India was denoted by the speaker's friends and associates in unmeasured terms and persecution for his advanced social views, and that he was to our infinite misfortune no longer among us to guide us and to show us how to be exploited for the sake of people who might almost be said to have hastened his sad end.

Secretary P. I. Committee
ANNAPPAMUDALY STREET, KILPAUK
(Continued from Yesterday's Issue)
The day terminated yesterday with a very meeting at Kilpauk, at 9 P. M. at Annaappa Mudaly Street. It is a prosperous little Panchnama settlement and the people are eager to do some real work and are fully aware of their responsibilities. Nearly 75 people attended the meeting and Mr. V. B. Karandikar presided. The proceedings commenced with some songs by Mr. Ramasubbier and then both Mr. Karandikar and Mr. Ramasubbier addressed the meeting and explained to the audience the value of union, the effectiveness of concerted action and the necessity of forming themselves into an association. It was then settled that Bafapayers' Association or Village Panchayat should be formed in the place, and the meeting terminated at about 10-30. Under the auspices of the Public Interest Committee, two lectures were delivered by Mr. S. Ramasubbier on "The ways of uplift," at Parthasarathy Kuppam and Adakkuppam on the 2nd and 3rd instant respectively. Another meeting was also held at Parthasarathy Kuppam at 8-30 P. M. on the 3rd instant, when Mr. Karandikar and Miss Krishna Bai addressed the women and proposed to start a Women's Sub-Committee of the P. I. C. Mr. T. Subramanyam, Theosophist, Inspector, gave a Harijans talk at Kilpauk on Nandhan yesterday evening at 7-30 P. M., at Robertsonpet.

PARTIES AND THE REFORM ACT

Mr. T. Prakasham, as President of the Andhra Provincial Conference, held at Mahanandi, in the course of his address referred to a few questions which may be examined with a view to showing how the people are being misled. While explaining the attitude of his party in regard to "Co-operation" in reference to the "Reforms," he asks: "Will any of my friends of the Moderate party and the National Home Rule League say that they will co-operate with an unjust and unreasonable executive when it is not for the good of the country?" The question stands self-condemned. Did not the Moderates oppose the Government on the occasion of the passing of the Rowlett Act? And did they not condemn the Punjab atrocities? Is it not therefore absurd to conceive that Mr. Prakasham's "friends of the Moderate party and the N.H.R. League will even think of co-operating with, much less of subordinating to the will of, the unjust and unreasonable executive, even though its measures are for the good of the country?" So far as the "Co-operation" in connection with the Reforms is concerned, it was understood to mean, till the doctrine of "Responsive Co-operation" had its birth in the wise and sacred councils at the Ganagapur City station, co-operation with, and not subordination to (as is now misrepresented by the extremist stalwarts), the executive wherever necessary to make the Reforms a success, and hence whatever contributions to the success of the Reforms will receive the support of the Moderates and N.H.R. L. The confusion about "conditions" and "unconditional" co-operation can be

troubles for all. To continue any longer the present state of things was to divide the Nation into twain and arrest the growth of that spirit of one-ness without which we could never attain our highest nationhood. On no principle of social morality could one part of the nation claim the right to keep down another part. Politically, this policy of exclusive and unequal privilege was weakening the Hindu nation by forcing out of its fold many who, in order to escape from a position destructive of one's self respect, were embracing other faiths. He added that we were fighting for the principle of self-determination being applied to us in the domain of politics. To be consistent, we should do likewise ourselves in adjusting our social relations. He continued that the reforms would soon be opening for us new opportunities for public usefulness. Let us utilize them to sweep away once for all those social and religious differences and distinctions which were keeping us widely apart. The depressed classes were of our own flesh and blood, and let us, he said, extend to them the hand of fraternal fellowship and unite with goodwill and mutual trust to march onward to our goal of a united self-governing Nation with equal rights and privileges for all.

The closing speech of the President was extempore and stirred the audience. During the sittings unknown persons had distributed leaflets in some of which he had been vilified and abused, and attacked, evidently for espousing the cause of the depressed classes. He said that such attempts to make him turn back from what after deliberate consideration he had come to regard as his path of duty, were doomed to failure. Not only so, they only confirmed him in his resolve to do all that lay in him to redress a great wrong, a wrong that was breeding seething discontent among those who were its unfortunate victims and leaving in their minds a rankling sense of injustice. Having put his hand to the plough, he would, he said, never turn back. Rather than do that he would abdicate his God-given, hereditary and his administrative duties and his entire devotion to the furtherance of the cause with which he had identified himself. The speech was received with singing and rousing cheers. He gave a donation of five thousand rupees to the fund of the Conference. The Conference should be an eye opener to all friends and foes alike.

Nagpur.

traced to its origin in the ponderous "responsive co-operation" promised by Mr. Tilak under the solemn and mature advice of his colleagues of the India Home Rule League.

Another point Mr. Prakasham complains about is in regard to the power of nominating and dismissing a Minister being left in the hands of the Governor. He forgets the stipulation that Ministers will be taken from amongst the elected majority in the Councils, whose confidence they must enjoy. If the Ministers do not enjoy the confidence of the majority in the Councils, who vote their salaries, they cannot remain in office, by virtue of the provision that the majority may refuse to vote their salaries. If a Governor disagrees with and therefore dismisses a Minister whom he is in the good books of the majority in the Council, the majority can refuse to support another one appointed by the Governor, who does not fall in with their policy. In that case, the Governor will be left without a Minister; but this situation cannot endure long, because the transferred subjects will have to be administered, and hence the Governor will be forced to look for his Ministers. Ultimately if he finds that he cannot reconcile himself with the Ministers, he will have to give in or get himself transferred to some other sphere of activity. Thus a constant deadlock in the Council will reduce the power of the Governor of dismissing his Ministers to mere nullity, if wisely and reasonably resorted to.

In the event of the language of the Act being distinct in declaring that the Ministers are responsible to the people, which they indirectly are though not directly, because of the majority's power of voting their salaries, Mr. Prakasham's dictum is that "most of his friends" would have turned to the Electorates for their education and stretched their hands to them for their support and co-operation. The N. H. R. Leaguers approach the general public with a view to educating them and explaining to them the provisions of the Reforms Act. The Neo-nationalists go to the masses, criticise the Act adversely and abuse popular leaders of the opposite parties on the public platforms, in season and out of season, with the result that the bear instincts of man being appealed to, other parties are held to public ridicule and their leaders shouted down in public meetings. How under these circumstances should Mr. Prakasham hope his friends will go to the masses for their education? Because public life is much corrupted and leaders of the opposite sides are not given courteous hearing, ignorant minded people have refrained from attending public meetings. Whose fault is this? Certainly that of the adherents of the party to which Mr. Prakasham has the honour to belong, and that is the result of the vituperative propaganda carried on.

It is a cruel insinuation to suggest that those who are now in the minority in the country would stoop to the tactics of influencing the vast majority of uneducated electorate by the pressure of official support behind them. The success of the minority in winning votes must depend upon, not a simple and vague declaration of adherence to this resolution or that of a particular Congress but upon the programme that they have issued to the public and their determination to carry it out. But the ways of the majority are in the nature of vituperation and slander of the other parties and their leaders.

If as Mr. Prakasham thinks the Reform Act does not confer even a shadow of real power upon the people, why should he deem it desirable and expedient to work it up? The only logical and straight forward course for him would be to wreck the Act, as Mr. Pal would have it, or ask for its immediate repeal as Dr. Ambedkar would say, and work for a measure which would confer real power upon the people. The efforts therefore of those who preach that the present Act is not only useless but harmful and mischievous, should be, not in the direction of causing seeds in the Councils, but in going to the House of Parliament with a view to securing for the repeal of the Indian Councils Act? Can and would they do it?

Bombay

35 grades of 37

Sl. No.	Department	Grade of pay, for high officers	for gazetted officers	for Ministerial heads	For Senior clerks & Executive Staff.	For Junior clerks & Executive Staff.
1	Civil Secretariat	Chief Secy. 1200 + D.A. 200 Rev. Secy (Grade pay + D.A. 150) Joint Secy (Grade pay + D.A. 150)	Asst. and Under Secy. (Grade pay of Asst. Secy + D.A. 50)	Chief Secy (200-10-250) Asst. Secy (125-10-175)	(50-5-100) I Dy. clks.	(80-3-60) II Dy. clks.
	Accounts Dept.	Comptroller, 1000-10-1200	Asst. Comptroller (Asst. Comr. grade pay + D.A. of 50)	Superd. I grade 250 II grade 200 III do. 175 IV do. 150 V do. 125 VI do. 100	Accountants I grade 100 II do. 90 III do. 80 IV do. 70 V do. 60	Clks. I grade 60 II do. 55 III do. 50 IV do. 45 V do. 40 VI do. 35 VII do. 30 VIII do. 25 Apprentices 25 Steno. - 30, 25, 20.
	Revenue Dept.	Revenue Comr. (1400 + D.A. 200)	Asst. to Rev. Comr. + Asst. Comr. with grade pay + 50 D.A.	Manager (150-10-200) ~~Asst. Manager (125-10-175)~~	Clks. (120), (100), (90), (80), (70), (60), (50)	(40-2-50), (30-2-40), (30-1-35), (25-1-30).
	(a) Revenue Comr.	Revenue Comr. (1400 + D.A. 200)	Asst. to Rev. Comr. + Asst. Comr. with grade pay + 50 D.A.	Manager (150-10-200) ~~Asst. Manager (125-10-175)~~	Clks. (120), (100), (90), (80), (70), (60), (50)	(40-2-50), (30-2-40), (30-1-35), (25-1-30).
	(b) St. Administration (General estt)	Dy. Comr. I class 1200 II class 1000 III class 800	Asst. Comr. ~~Asst. Comr.~~ Senior Asst. Comr. (500-50-600) I class (450) II class (400) III class (350) IV class (300) V class (250) Probationers (200)	St. Shrotrians (100-10-150)	HD clks. (80-4-100) HD Asst. (50-4-70) Rev. Hd. Munshi (50-4-70) Jr. Hd. Munshi (50-4-70)	Clks. (50), (45), (40), (35), (30), (25), (20)
	do - (Tdy estt)			Treasurers (100), (70)	Asst. cl. (50), (40), (35), (30)	(25), (20), (15), (10), (5)
	Tank Establishment			Amildars I class 250 II do. 200 III do. 175 IV do. 150 Dy. Amildars 100	Shrotrians (70), (60), (50) Hd. Qumashis (35) Hd. Munshi (30) Shrotrians (40), (35), (30), (25) St. Shrotrians (80), (70), (60), (50)	Dy. Munshi cl. (25), (20), (15-1-25) (15-1-20), (12-1-15) (25-1-30), (20-1-25), (15-1-25) Nala Munshis (20), (15), (12-1-15), (10)
4	Rev. Survey	Superintendent (800 - $\frac{100}{2}$ - 1200)	Dy. Superd. (600-50-700) Asst. Superd. - Asst. Comr. Surveyors (80), (70) Sub Asst. Superd. (250), (60), (50) 150 - 25/2 - 200	Shrotrians (100-10-150) Surveyors (80), (70) (250), (60), (50)	Head surveyor 70, 60, 50	Head Surveyor 40, 35, 30, 25, 20
	Forest	Conservator 1300-100-1400	P. Asst. (200-10-250) Dy. Comr. (500-50-700) Asst. Comr. (250-50-450) Sub Asst. Comr. (150-25-200) (175), Working Plan Officer (200) Inspector (400-50-700) Ske. Chemist (190 + 15) Chemist (400-50-700) Ecologist - do Forest Settlement Officer (600 + 100), Dy. for Forest Settlement (200 + 50)	Rangers etc. 150, 125, 100, 80, 70, 60, 50, 25, Conservator's Office 125, 100, 90, Inspector 80, 70, 60, 50, 40, 2	Head Surveyor 60-3-75, Surveyors & draftsman (50-2-60), (40-2-50), (40-5-60) Inspector 45, 40, 35, 30, 25, 15, Conservator's Office 80, 70, 60, 50, 40, 2	Clks. 35, 30, 25, 20

Sl No.	Department	Grade of pay for high officers	Gr Laid off Officers	For Ministerial heads	For Senior clerks	For Junior clerks
6.	Excise Dept	Excise Commr. (1400)	2. Asst. Commr. & 2 Amiceers	Accountant - (100) Inspectors (150), (100), (80), (75), (20), (60), (50). Asst. Inspectors (150), (25), (20).	clerks (80), (60), (50), Asst. Inspectors (30), (25), (20).	clerks (45), (35), (30), (25), (20)
7.	Revenue Dept		Spl. Collector of Revenue (450 + 50)	Manager (100-10-150) Inspectors (100-5-125), (80-5-100)	Asst. Acct. (75-5-100) Acct. (60-4-80) (50-4-80) (50-4-20)	(85-3-60) (40-2-50) (30-2-60)
8	Stamp & Superintendence Manufactory			Supervisor (100) Supervisor (100)	Asst. Acct. (30-5-35) (30-2-40) (15-1-20)	(25)(15)(12)
9.	Registration			Manager (100) Sub Reg. (100), (80), (60), (50), (30)	clerks (60), (50)	(45), (30), (25) (30-5-40) (40), (30), (20), (15), (25)
10	Mines	Ch. Insp. of Mines (1000-50-1200) + L.A. 200	Inspector of Mines (600-40-800) + L.A. 100 Asst. Insp. (300-25-450) + L.A. 75. Gen. Inspectors (125-25-250) + L.A. 50 Inspector of Explosives (400-30-700) Asst. Insp. (125-25-250)	Asst. Clerk (80)	clerks (30-4-50) (20-2-30)	(20-2-30)
11	Muzrai	Muz. Secy. (800)		Asst. Clerk (80-4-100)	clerks (50-4-70)	(25-1-30)
12	Geological Dept	Director (1000-50-1200)	Off. in Asst. (150-40-200) Sen. Geologist (500-25-600) Asst. Geologist (300-25-450)	Off. in Asst. (150-10-200) Sub. Asst. Geologist (125-25-250) Asst. Chemist (70-10-150)	clerks (70-6-100) (50-4-70)	(40-4-60) (30-4-50) (30-2-40) (20-2-30) (55-5-80) (35), (30).
14	Entomological Dept	Asst. Reporter (600)	Probationer (180 + B.A. 75)	Ch. Observer (120)	Observers (80 + 70), (20) (60), (40), (30)	clerk (30) 2
15	Archaeological Dept	Director (800 + 100)	Asst. to the Dir. (25-25-200) Arch. Draftsman (150-20-250)	Asst. Clerk (45 + 5)	Plants (65), (40), (45)	(25-5-40) (25-5-30) (35)

Lt. no.	Department	Grade of pay principal officer	For gazetted officers	For Ministerial head	For Senior clerks	For Junior clerks
16.	Museum	-	-	Curator (60-5-70)	Asst Curator (25-2-35)	(25)
17.	Census	Supr. (1400)	Asst. Supr. (2) (300+75), (250+50)	Manager (100-10-130)	Headcl. (75-5-80)	(50-4-62), (40-3-42), (30-2-22) (25-3-31) (35-2-41)
18	Stationery Dept	-	-	Superintendent (100)	Storekeeper (60) Hd. Acct. (50) Acct. (35)	(30), (25), (20) (15)
19.	Printing	Supr. (650-30-800)	Asst. Supr. (250-25-500) Sub. Asst. Supr. (200-10-250)	Ch. Foreman (100-10-150) Hd. proof examr. (100)	Hd. clerk (100) (80)	(50), (35) (30), (25) (20) (15) (50), (45), (40), (35) (30) (25) (20).
<u>Judicial Dept</u>						
20.1	Chief Court	Ch. Judge (3000) P. Judges (2000) (1500-100-1700-50-1750)	Asst. Judge (500-50-600) Sub. Asst. Judge (200-10-300)	Hd. clerk (120-6-150)	Clerks (100) (90) (80), (70) (60) (55) (50) (45) (40) (35) (30) (25)	
2	Law Officers	Sect. Advocate (600-50-700)	Public Prosecutors (200-50-300)	Hd. clerk (50+5)	(30)	
3.	Dist. Criminal Courts	Dist. Judge I class (1200) II " (1000) III " (800) Sub. Judge (500-50-600) Magistrate (300-50-400) I class (350) II " (300) III " (250) IV " (200) V " (150)	Sub. Judge (500-50-600) Magistrate (200-50-400) Police (350) II " (300) III " (250) IV " (200) V " (150)	Hd. Clerk (120-6-150) Hd. Clerk (50+5) Hd. Clerk (50-4-90) Hd. Clerk (50-2-60) Sub. Judge (60-3-75) Magistrate (50)	Hd. Clerk (100) (90) (80), (70) (60) (55) (50) (45) (40) (35) (30) (25) Hd. Clerk (50+5) (30) Hd. Clerk (50-4-90) Hd. Clerk (50-2-60) Sub. Judge (60-3-75) Magistrate (50)	(40-2-50), (25-2-35) (20-1-25) (30-2-40) (20), (35), (15-1-20) (30) (25) (20) (20) (25-1-30)
4.	Criminal Ct.	"	I grade Magistrate (500-50-600) II grade (150-200-50-400)	(50) (40)	(35), (25) (30)	(20), (15-1-20)
21	Jails & Lock-ups	"	Super. B'lore (300+100)	(80) Hd. Jailor (150-5-175) (100-5-125) (100-4-120)	(40) (30), (25), (35) Hd. Jailor (50-2-70) (50-5-53) (40-5-53) (40-5-50), (30-5-35) (30), (20) Warden (45) (25)	Magistrate (20), (15) (20), (15)
22	Police Dept	Asst. P. (1400)	Asst. Asst. Comr	Manager (150)	Hd. clerk (60-5-80) Acct. (60-5-80) Storekeeper (100)	(50), (45), (40), (35) (30), (25)
2	Criminal Justice - Probation Dept & Prisoners	"	Asst. Asst. Comr	Manager (150), (125), (100), (80) (70), (60), (40-10-50) Sub. Manager (50) (40), (25)	(25) Deftenders & Sergeants (18), (15) Hd. Manager (50) (40)	Magistrate (35), (30), (25), (20) (15)

Sl No	Department	Grading pay, for, offered multiple officers	for Ministerial heads	for Senior clerks and executive staff	for Junior clerks & sub. executive staff
27	Education Dept	29, E (1400) P. J. 29, E. 400-30-700 (400-20-500) Inspector of schools (400-20-500) School (400-20-500) St. Inspector (350) (200-20-300) (175) Asst. Inspectors (450) (75-10-125) Head masters (350) (200-20-300) (175) Manager of U. P. E. (150) Manager R. E. (75) Chamara mudra Sanskrit College principal (100-10-150) Sanskrit College Mysore Principal (200-20-300) (100-10-150) Training Institute Training College (50-4-70) (40-2-50) Training College (60-6-90) (40-4-60) (30-2-40) Principal (400) (25-3-40) (60-4-80) (40-2-50) Professors (30-2-40) Teachers of Primary Schools (50) (40) (30) (25) Chamara mudra Bh. Tech. Institute Tech. Institute Sub. Tech. Institute (650-50-1000) (100-10-150) Asst. Lecturer (200-10-250) Eng. Lecturer Eng. Lecturer No. Master. 325+ (50) Teachers. 50-10-100 (50-5-75) March Eng. School Asst. Lecturer (400-50-700) (150-10-250) Insulators. (70-10-120) Chamara mudra High School. (400-20-500)	Asst. Inspectors (475) (150) Asst. Inspectors (75-10-125) Asst. Inspectors (50-4-70) Asst. Inspectors (150) (75-10-125) Asst. Inspectors (50-4-70) Professors & members (40-4-60) (25-3-40) (30) (25) Manager of U. P. E. (150) Manager R. E. (75) Chamara mudra Sanskrit College principal (100-10-150) Sanskrit College, Mysore (25-1-30) (20-1-25) (15-2-25) (15-1-20) Professors (50-5-100) (20-2-30) (20-1-25) Tutors (30-2-50) (15-2-25) Trainers (50-4-70) (40-2-50) (15-1-20) Trainers (60-6-90) (40-4-60) (30-2-40) (15-1-20) Principal (400) (25-3-40) (60-4-80) (40-2-50) (15-1-20) Professors (30-2-40) (30-4-50) (25-3-40) (60-4-80) (25-3-40) (30-2-40) (30-4-50) (25-3-40) Chamara mudra Bh. Tech. Institute Tech. Institute Sub. Tech. Institute (650-50-1000) (100-10-150) Asst. Lecturer (200-10-250) Eng. Lecturer Eng. Lecturer No. Master. 325+ (50) Teachers. 50-10-100 (50-5-75) March Eng. School Asst. Lecturer (400-50-700) (150-10-250) Insulators. (70-10-120)	Asst. Inspectors (475) (150) Asst. Inspectors (75-10-125) Asst. Inspectors (50-4-70) Asst. Inspectors (150) (75-10-125) Asst. Inspectors (50-4-70) Professors & members (40-4-60) (25-3-40) (30) (25) Manager of U. P. E. (150) Manager R. E. (75) Chamara mudra Sanskrit College principal (100-10-150) Sanskrit College, Mysore (25-1-30) (20-1-25) (15-2-25) (15-1-20) Professors (50-5-100) (20-2-30) (20-1-25) Tutors (30-2-50) (15-2-25) Trainers (50-4-70) (40-2-50) (15-1-20) Trainers (60-6-90) (40-4-60) (30-2-40) (15-1-20) Principal (400) (25-3-40) (60-4-80) (40-2-50) (15-1-20) Professors (30-2-40) (30-4-50) (25-3-40) (60-4-80) (25-3-40) (30-2-40) (30-4-50) (25-3-40) Chamara mudra Bh. Tech. Institute Tech. Institute Sub. Tech. Institute (650-50-1000) (100-10-150) Asst. Lecturer (200-10-250) Eng. Lecturer Eng. Lecturer No. Master. 325+ (50) Teachers. 50-10-100 (50-5-75) March Eng. School Asst. Lecturer (400-50-700) (150-10-250) Insulators. (70-10-120)	Asst. Inspectors (475) (150) Asst. Inspectors (75-10-125) Asst. Inspectors (50-4-70) Asst. Inspectors (150) (75-10-125) Asst. Inspectors (50-4-70) Professors & members (40-4-60) (25-3-40) (30) (25) Manager of U. P. E. (150) Manager R. E. (75) Chamara mudra Sanskrit College principal (100-10-150) Sanskrit College, Mysore (25-1-30) (20-1-25) (15-2-25) (15-1-20) Professors (50-5-100) (20-2-30) (20-1-25) Tutors (30-2-50) (15-2-25) Trainers (50-4-70) (40-2-50) (15-1-20) Trainers (60-6-90) (40-4-60) (30-2-40) (15-1-20) Principal (400) (25-3-40) (60-4-80) (40-2-50) (15-1-20) Professors (30-2-40) (30-4-50) (25-3-40) (60-4-80) (25-3-40) (30-2-40) (30-4-50) (25-3-40) Chamara mudra Bh. Tech. Institute Tech. Institute Sub. Tech. Institute (650-50-1000) (100-10-150) Asst. Lecturer (200-10-250) Eng. Lecturer Eng. Lecturer No. Master. 325+ (50) Teachers. 50-10-100 (50-5-75) March Eng. School Asst. Lecturer (400-50-700) (150-10-250) Insulators. (70-10-120)

Sl. no.	Department	Grading pay for high officers	for General Officers	for Ministerial heads	for Senior clerks and executive staff	for Junior clerks and sub. executive staff
29	(Industries & Commerce Dept.)	Director (1600)	Asst. Director (500) Per Asst. (275+75) Gen Asst. (300-50-400) Deputy Asst. (200-25-300) Asst. Geologist (600) Asst. Chemist (400) Sub Asst. Eng. (100) Superior (200-25-300)	Asst. Dir. (80) Staff Asst. (80) Asst. Sup. (100-20-200) Gen Asst. (250-500) Gen Asst. (150) Prob. (100) Superior Gen. Sec. (25-5-100)	clerk (70) (60), (40), (50) (30) Asst. Dir. (50-5-100) (30-5-75) (40-2-50) Asst. Sup. (60) Demonstrator (35) (25)(20)	(25-1-30) (25)
2	Cooperation Societies	Reg. (750-912-1000)	Asst. Reg. (250-50-450) Per Asst. (150-10-200)	Asst. Reg. (100-10-150) (80-4-100) (70), (60), (50) Manager (25-5-100)	clerk (65), (60) (50), (45), (40) (30)	
30	Military Dept. 1) H.Q. G.O.	Ch. Commandant (1000-100-1400)	Asst. Asst. (300+50+100) (250+100)	Prob. (75) Manager (120) Asst. Asst. (75)	clerk (70), (55), (65) (50), (45), (40) (30) Asst. Asst. (35)	(25)
2	J. S. R.		Commissioned Officer (300+100+7) Asst. Surgeon (200-20-300)	Sq. Commanders (150+80) Asst. Surgeon (110+7) (100+7) (90+7) (80+7) (70+7) Asst. Vap. (100-10-150)	Asst. Comd. Officers (51), (37), (42+4) (42), (35), (31) Reg. Writer (35+25), (31+19) (31)	
3	J. S. Y. C.		Commandant (200+R.A. 50)	C. Deom. (100+30) (80+20) (60+10) Sub Asst. Surgeon (50+20) Vet. Asst. (50-6-80+20) Forum. (60-5-80+10) Star. K. (40-2-50)	Asst. Asst. (40+20) (40+10) blanket (40-2-50) (35) Forum. (60-5-80+10) Star. K. (40-2-50)	Asst. Asst. (20) Asst. Asst. (15) Forum. (20+5) Asst. Asst. (25) Asst. Asst. (20)
4	My. S. H. H. H.		Reg. (250+50)	Asst. Comd. (150)	Forum. (70)(80) (70)(60)	Asst. Asst. (35) (32), (30), (28)

Sl. No.	Department	Grading pay for high officers	for gazetted officers	for Ministerial heads	for Senior clerks & Executive Staff	for Junior clerks & Executive Staff
	Military Stores			Supd (125-50)	(50), (45) (35)	(30), (20)
31	Electrical Dept.	Ch. Electrical Eng ^r 1850-150- 2150	Offs. Att ^y (400-20-50) Tech. Att ^y 300-25- 500	(80-5-120) Asst. Draftsmen (100-5-150)	(60-5-85) (50-2-60) (40-2-50) (45-6-75)	(25-2-35) Asst. Draftsmen 30-6-50 (20-2-30) (20-1-25) (30-4-50)